

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

MAR 12 2006

VOCES DE LA FRONTERA ACTION INC
1027 S 5TH ST
MILWAUKEE, WI 53204

Employer Identification Number:
02-0759160

DLN:
17053040018036

Contact Person:
ZENIA LUK

ID# 31522

Contact Telephone Number:
(877) 829-5500

Accounting Period Ending:
December 31

Form 990 Required:
Yes

Effective Date of Exemption:
September 23, 2004

Contribution Deductibility:
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax-exempt status we have determined that you are exempt from Federal income tax under section 501(c)(4) of the Internal Revenue Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Please see enclosed Information for Organizations Exempt Under Sections Other Than 501(c)(3) for some helpful information about your responsibilities as an exempt organization.

Contributions to you are not deductible by donors under section 170(c)(2) of the Code.

Sincerely,



Lois G. Lerner
Director, Exempt Organizations
Rulings and Agreements

Enclosure: Information for Organizations Exempt Under Sections Other
Than 501(c)(3)

VOCES DE LA FRONTERA ACTION INC

INFORMATION FOR ORGANIZATIONS EXEMPT UNDER SECTIONS
OTHER THAN 501(C)(3)

WHERE TO GET FORMS AND HELP

Forms and instructions may be obtained by calling toll free 1-800-829-3676, through the Internet Web Site at www.irs.gov, and also at local tax assistance centers.

Additional information about any topic discussed below may be obtained through our customer service function by calling toll free 1-877-829-5500.

NOTIFY US ON THESE MATTERS

If you change your name, address, purposes, operations or sources of financial support, please inform our TE/GE EO Determinations Office at the following address: Internal Revenue Service, P.O. Box 2508, Cincinnati, Ohio 45201. If you amend your organizational document or by-laws, or dissolve, provide the EO Determinations Office with a copy of the amended documents. Please use your employer identification number on all returns you file and in all correspondence with the Internal Revenue Service.

FILING REQUIREMENTS

In your exemption letter we indicated whether you must file Form 990, Return of Organization Exempt From Income Tax. Form 990 (or Form 990-EZ) is filed with the Ogden Submission Processing Center, Ogden UT 84201-0027.

You are required to file a Form 990 only if your gross receipts are normally more than \$25,000.

If your gross receipts are normally between \$25,000 and \$100,000, and your total assets are less than \$250,000, you may file Form 990-EZ. If your gross receipts are over \$100,000, or your total assets are over \$250,000, you must file the complete Form 990. The Form 990 instructions show how to compute your "normal" receipts.

If a return is required, it must be filed by the 15th day of the fifth month after the end of your annual accounting period. There are penalties for failing to timely file a complete return. For additional information on penalties, see Form 990 instructions or call our toll free number.

If your receipts are below \$25,000, and we send you a Form 990 Package, follow the instructions in the package on how to complete the limited return to advise us that you are not required to file.

If your exemption letter states that you are not required to file Form 990, you are exempt from these requirements.

Letter 948 (DO/CG)

VOCES DE LA FRONTERA ACTION INC

UNRELATED BUSINESS INCOME TAX RETURN

If you receive more than \$1,000 annually in gross receipts from a regular trade or business you may be subject to Unrelated Business Income Tax and required to file Form 990-T, Exempt Organization Business Income Tax Return. Special rules for organizations exempt under sections 501(c)(7), (9), (17) and (19) are described in Publication 598.

There are several exceptions to the tax on unrelated business income.

1. Income you receive from the performance of your exempt activity is not unrelated business income.
2. Income from fundraisers conducted by volunteer workers, or where donated merchandise is sold, is not unrelated business income.
3. Income from routine investments such as certificates of deposit, savings accounts, or stock dividends is usually not unrelated business income.

There are special rules for income derived from real estate or other investments purchased with borrowed funds. This income is called "debt financed" income. For additional information regarding unrelated business income tax see Publication 598, Tax on Unrelated Business Income of Exempt Organizations, or call our toll free number shown above.

PUBLIC INSPECTION OF APPLICATION AND INFORMATION RETURN

You are required to make your annual information return, Form 990 or Form 990-EZ, available for public inspection for three years after the later of the due date of the return, or the date the return is filed. You are also required to make available for public inspection your exemption application, any supporting documents, and your exemption letter. Copies of these documents are also required to be provided to any individual upon written or in person request without charge other than reasonable fees for copying and postage. You may fulfill this requirement by placing these documents on the Internet. Penalties may be imposed for failure to comply with these requirements. Additional information is available in Publication 557, Tax-Exempt Status for Your Organization, or you may call our toll free number shown above.

EXCESS BENEFIT TRANSACTIONS
(Applies to 501(c)(4) organizations)

Excess benefit transactions are governed by section 4958 of the Code. Excess benefit transactions involve situations where a section 501(c)(4) organization provides an unreasonable benefit to a person who is in a position to exercise substantial influence over the organization's affairs. If you believe there may be an excess benefit transaction involving your organization, you should report the transaction on Form 990 or Form 990-EZ. Additional information can

VOCES DE LA FRONTERA ACTION INC

be found in the instructions for Form 990 and Form 990-EZ, or you may call our toll-free number to obtain additional information on how to correct and report this transaction.

EMPLOYMENT TAXES

If you have employees, you are subject to income tax withholding and the social security taxes imposed under the Federal Insurance Contribution Act (FICA). You are required to withhold Federal income tax from your employee's wages and you are required to pay FICA on each employee who is paid more than \$100 in wages during a calendar year. To know how much income tax to withhold, you should have a Form W-4, Employee's Withholding Allowance Certificate, on file for each employee.

You are also liable for tax under the Federal Unemployment Tax (FUTA) for each employee you pay \$50 or more during a calendar quarter if, during the current or preceding calendar year, you had one or more employees at any time in each of 20 calendar weeks or you paid wages of \$1,500 or more in any calendar quarter.

Employment taxes are reported on Form 941, Employer's Quarterly Federal Tax Return. The requirements for withholding, depositing, reporting and paying employment taxes are explained in Circular E, Employer's Tax Guide, (Publication 15), and Employer's Supplemental Tax Guide, (Publication 15-A). These publications explain your tax responsibilities as an employer.

17053040018036

Form 8718
(Rev. August 2005)
Department of the Treasury
Internal Revenue Service

User Fee for Exempt Organization Determination Letter Request

▶ Attach this form to determination letter application.
(Form 8718 is NOT a determination letter application.)

For
IRS
Use
Only

OMB No. 1545-1798

Control number

Amount paid

User fee screener

1 Name of organization

Voces de la Frontera Action, Inc.

2 Employer Identification Number

02:0759160

Caution: Do not attach Form 8718 to an application for a pension plan determination letter. Use Form 8717 instead.

3 Type of request

Fee

a ☐ Initial request for a determination letter for:

- An exempt organization that has had annual gross receipts averaging not more than \$10,000 during the preceding 4 years, or
- A new organization that anticipates gross receipts averaging not more than \$10,000 during its first 4 years ▶ \$150

Note: If you checked box 3a, you must complete the Certification below.

Certification

I certify that the annual gross receipts of

name of organization

have averaged (or are expected to average) not more than \$10,000 during the preceding 4 (or the first 4) years of operation.

Signature ▶

Title ▶

b ☒ Initial request for a determination letter for:

- An exempt organization that has had annual gross receipts averaging more than \$10,000 during the preceding 4 years or
- A new organization that anticipates gross receipts averaging more than \$10,000 during its first 4 years ▶ \$500

c ☐ Group exemption letters ▶ \$500

Instructions

The law requires payment of a user fee with each application for a determination letter. The user fees are listed on line 3 above. For more information, see Rev. Proc. 2005-8, 2005-1, I.R.B. 243, or latest annual update.

Check the box or boxes on line 3 for the type of application you are submitting. If you check box 3a, you must complete and sign the certification statement that appears under line 3a.

Attach to Form 8718 a check or money order payable to the "United States Treasury" for the full amount of the user fee. If you do not include the full amount, your application will be returned. Attach Form 8718 to your determination letter application.

Generally, the user fee will be refunded only if the Internal Revenue Service declines to issue a determination.

Where To File

Send the determination letter application and Form 8718 to:

Internal Revenue Service
P.O. Box 192
Covington, KY 41012-0192

If you are using express mail or a delivery service, send the application and Form 8718 to:

Internal Revenue Service
201 West Rivercenter Blvd.
Attn: Extracting Stop 312
Covington, KY 41011

Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. If you want your organization to be recognized as tax-exempt by the IRS, you are required to give us this information. We need it to determine whether the organization meets the legal requirements for tax-exempt status.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. The rules governing the confidentiality of Form 8718 are covered in section 6104.

The time needed to complete and file this form will vary depending on individual circumstances. The estimated average time is 5 minutes. If you have comments concerning the accuracy of this time estimate or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Internal Revenue Service, Tax Products Coordinating Committee, SE:W:CAR:MP:T:T:SP, 1111 Constitution Ave. NW, IR-6406, Washington, DC 20224. Do not send this form to this address. Instead, see *Where To File* above.

Attach Check or Money Order Here

POSTMARK

RECEIVED

FEB 06 '06

FEB 08 '06

CHIEF OF BUREAU
S. J. L. L. L.

17053040018036

Form **1024**
(Rev. September 1998)
Department of the Treasury
Internal Revenue Service

Application for Recognition of Exemption Under Section 501(a)

OMB No. 1545-0057

If exempt status is approved,
this application will be open
for public inspection.

Read the instructions for each Part carefully. **A User Fee must be attached to this application.**
If the required information and appropriate documents are not submitted along with Form 8718 (with payment of the appropriate user fee), the application may be returned to the organization.

Complete the Procedural Checklist on page 6 of the instructions.

Part I. Identification of Applicant (Must be completed by all applicants; also complete appropriate schedule.) Submit only the schedule that applies to your organization. Do not submit blank schedules.

Check the appropriate box below to indicate the section under which the organization is applying:

- a** ☐ Section 501(c)(2)—Title holding corporations (Schedule A, page 7)
- b** ☒ Section 501(c)(4)—Civic leagues, social welfare organizations (including certain war veterans' organizations), or local associations of employees (Schedule B, page 8)
- c** ☐ Section 501(c)(5)—Labor, agricultural, or horticultural organizations (Schedule C, page 9)
- d** ☐ Section 501(c)(6)—Business leagues, chambers of commerce, etc. (Schedule C, page 9)
- e** ☐ Section 501(c)(7)—Social clubs (Schedule D, page 11)
- f** ☐ Section 501(c)(8)—Fraternal beneficiary societies, etc., providing life, sick, accident, or other benefits to members (Schedule E, page 13)
- g** ☐ Section 501(c)(9)—Voluntary employees' beneficiary associations (Parts I through IV and Schedule F, page 14)
- h** ☐ Section 501(c)(10)—Domestic fraternal societies, orders, etc., not providing life, sick, accident, or other benefits (Schedule E, page 13)
- i** ☐ Section 501(c)(12)—Benevolent life insurance associations, mutual ditch or irrigation companies, mutual or cooperative telephone companies, or like organizations (Schedule G, page 15)
- j** ☐ Section 501(c)(13)—Cemeteries, crematoria, and like corporations (Schedule H, page 16)
- k** ☐ Section 501(c)(15)—Mutual insurance companies or associations, other than life or marine (Schedule I, page 17)
- l** ☐ Section 501(c)(17)—Trusts providing for the payment of supplemental unemployment compensation benefits (Parts I through IV and Schedule J, page 18)
- m** ☐ Section 501(c)(19)—A post, organization, auxiliary unit, etc., of past or present members of the Armed Forces of the United States (Schedule K, page 19)
- n** ☐ Section 501(c)(25)—Title holding corporations or trusts (Schedule A, page 7)

1a Full name of organization (as shown in organizing document) Voces de la Frontera Action, Inc.		2 Employer identification number (EIN) (if none, see Specific Instructions on page 2) 02 : 0759160
1b c/o Name (if applicable)		3 Name and telephone number of person to be contacted if additional information is needed Christine Neumann-Ortiz (414) 736-2835
1c Address (number and street) 1027 S. 5th Street	Room/Suite	
1d City, town or post office, state, and ZIP + 4 If you have a foreign address, see Specific Instructions for Part I, page 2. Milwaukee, WI 53204		
1e Web site address	4 Month the annual accounting period ends December	5 Date incorporated or formed 9/23/2004

6 Did the organization previously apply for recognition of exemption under this Code section or under any other section of the Code? ☐ Yes ☒ No
If "Yes," attach an explanation.

7 Has the organization filed Federal income tax returns or exempt organization information returns? ☐ Yes ☒ No
If "Yes," state the form numbers, years filed, and Internal Revenue office where filed.

8 Check the box for the type of organization. ATTACH A CONFORMED COPY OF THE CORRESPONDING ORGANIZING DOCUMENTS TO THE APPLICATION BEFORE MAILING.

- a** ☒ Corporation— Attach a copy of the Articles of Incorporation (including amendments and restatements) showing approval by the appropriate state official; also attach a copy of the bylaws.
- b** ☐ Trust— Attach a copy of the Trust Indenture or Agreement, including all appropriate signatures and dates.
- c** ☐ Association— Attach a copy of the Articles of Association, Constitution, or other creating document, with a declaration (see instructions) or other evidence that the organization was formed by adoption of the document by more than one person. Also include a copy of the bylaws.

If this is a corporation or an unincorporated association that has not yet adopted bylaws, check here ☐

I declare under the penalties of perjury that I am authorized to sign this application on behalf of the above organization, and that I have examined this application, including the accompanying schedules and attachments, and to the best of my knowledge it is true, correct, and complete.

PLEASE
SIGN
HERE

Christine Neumann-Ortiz
(Signature)

Christine Neumann-Ortiz, President
(Type or print name and title or authority of signer)

1/9/06
(Date)

For Paperwork Reduction Act Notice, see page 5 of the instructions.

Cat. No. 12343K

Part II. Activities and Operational Information (Must be completed by all applicants)

- 1 Provide a detailed narrative description of all the activities of the organization—past, present, and planned. Do not merely refer to or repeat the language in the organizational document. List each activity separately in the order of importance based on the relative time and other resources devoted to the activity. Indicate the percentage of time for each activity. Each description should include, as a minimum, the following: (a) a detailed description of the activity including its purpose and how each activity furthers your exempt purpose; (b) when the activity was or will be initiated; and (c) where and by whom the activity will be conducted.

See attached

-
- 2 List the organization's present and future sources of financial support, beginning with the largest source first.
Private corporate and individual grants, individual contributions and miscellaneous fund-raising activities.
-

Voces de la Frontera Action, Inc.

02-0759160

1027 S. 5th Street

Milwaukee, WI 53204

Form 1024

Part II, #1

ACTIVITIES AND OPERATIONAL INFORMATION

Category A: 75%

Advocacy and Policy Change: VFA chapter members will educate the community and elected officials at the local, state and federal level on the impact of immigration related legislation on the immigrant and non-immigrant community. VFA chapter members will develop fact sheets for legislators and community advocates on policy issues.

Electoral Work: VFA will educate our members on specific policies related to immigration and encourage the membership to play an active role in civic participation. VFA will develop skills of community residents related to civic participation such as voter registration and basic voter education (where do I go to vote. how do I fill out a ballot, how a bill becomes a law, etc.).

Category B: 25%

Publication of quarterly membership newspaper:

VFA chapter members will produce a newspaper four times a year as a tool to educate more members and community through a written format about the VFA's activities, the problems that community residents face, and examples of how problems were successfully resolved.

Membership recruitment and leadership training:

VFA chapter members will pay dues, be active members of the organization, and attend membership meetings. VFA will conduct quarterly leadership trainings, monthly membership meetings, and annual meeting for elections and issue campaign priorities.

Part II. Activities and Operational Information (continued)**3** Give the following information about the organization's governing body:

a Names, addresses, and titles of officers, directors, trustees, etc.	b Annual compensation
Rosa Riviera 2416 W. Becher St. Milwaukee, WI 53215- Director	0
Juan F. Soto 2669 S. 11th Street Milwaukee, WI 53215- Secretary	0
Ken Greening 642 S. 94th Street Milwaukee, WI 53214- Director	0
Christine Neumann-Ortiz 4029 N. Larkin St. Milwaukee, WI 53211- President	0

- 4** If the organization is the outgrowth or continuation of any form of predecessor, state the name of each predecessor, the period during which it was in existence, and the reasons for its termination. Submit copies of all papers by which any transfer of assets was effected.
N/A

- 5** If the applicant organization is now, or plans to be, connected in any way with any other organization, describe the other organization and explain the relationship (e.g., financial support on a continuing basis; shared facilities or employees; same officers, directors, or trustees).
Voces de la Frontera Action, Inc. will be housed with Voces de la Frontera, Inc. There will be some employee overlap and all financial records between the 501c3 and 501c4 entities will be kept separately. All expenses will be properly apportioned between the two entities including rent and use of office equipment.

- 6** If the organization has capital stock issued and outstanding, state: (1) class or classes of the stock; (2) number and par value of the shares; (3) consideration for which they were issued; and (4) if any dividends have been paid or whether your organization's creating instrument authorizes dividend payments on any class of capital stock.
N/A

- 7** State the qualifications necessary for membership in the organization; the classes of membership (with the number of members in each class); and the voting rights and privileges received. If any group or class of persons is required to join, describe the requirement and explain the relationship between those members and members who join voluntarily. Submit copies of any membership solicitation material. Attach sample copies of all types of membership certificates issued.
Membership shall be open to any individual who embraces the statement of purpose and commits to attend monthly membership meetings and functions actively in the organization or on a committee. According to the bylaws (attached) there will be membership dues and one class of members only. Members will be able to vote at the Annual Meeting and on programmatic decisions at monthly membership meetings.

- 8** Explain how your organization's assets will be distributed on dissolution.
The Board of Directors, upon dissolution and after paying all debts and reimbursements, shall dispose of the remaining assets to another nonprofit corporation that is organized for social welfare purposes and is qualified as an exempt 501c4 organization.

Part II. Activities and Operational Information (continued)

- 9 Has the organization made or does it plan to make any distribution of its property or surplus funds to shareholders or members? ☐ Yes ☒ No
If "Yes," state the full details, including: (1) amounts or value; (2) source of funds or property distributed or to be distributed; and (3) basis of, and authority for, distribution or planned distribution.
- 10 Does, or will, any part of your organization's receipts represent payments for services performed or to be performed? . ☐ Yes ☒ No
If "Yes," state in detail the amount received and the character of the services performed or to be performed.
- 11 Has the organization made, or does it plan to make, any payments to members or shareholders for services performed or to be performed? ☐ Yes ☒ No
If "Yes," state in detail the amount paid, the character of the services, and to whom the payments have been, or will be, made.
- 12 Does the organization have any arrangement to provide insurance for members, their dependents, or others (including provisions for the payment of sick or death benefits, pensions, or annuities)? ☐ Yes ☒ No
If "Yes," describe and explain the arrangement's eligibility rules and attach a sample copy of each plan document and each type of policy issued.
- 13 Is the organization under the supervisory jurisdiction of any public regulatory body, such as a social welfare agency, etc.? ☐ Yes ☒ No
If "Yes," submit copies of all administrative opinions or court decisions regarding this supervision, as well as copies of applications or requests for the opinions or decisions.
- 14 Does the organization now lease or does it plan to lease any property? ☐ Yes ☒ No
If "Yes," explain in detail. Include the amount of rent, a description of the property, and any relationship between the applicant organization and the other party. Also, attach a copy of any rental or lease agreement. (If the organization is a party, as a lessor, to multiple leases of rental real property under similar lease agreements, please attach a single representative copy of the leases.)
- 15 Has the organization spent or does it plan to spend any money attempting to influence the selection, nomination, election, or appointment of any person to any Federal, state, or local public office or to an office in a political organization? . . ☐ Yes ☒ No
If "Yes," explain in detail and list the amounts spent or to be spent in each case.
- 16 Does the organization publish pamphlets, brochures, newsletters, journals, or similar printed material? ☐ Yes ☒ No
If "Yes," attach a recent copy of each.

Part III. Financial Data (Must be completed by all applicants)

Complete the financial statements for the current year and for each of the 3 years immediately before it. If in existence less than 4 years, complete the statements for each year in existence. If in existence less than 1 year, also provide proposed budgets for the 2 years following the current year.

A. Statement of Revenue and Expenses

Revenue	(a) Current Tax Year	3 Prior Tax Years or Proposed Budget for Next 2 Years			(e) Total
	From 2005 To	(b) 2006	(c) 2007	(d) 2008	
1 Gross dues and assessments of members	0	300	500	700	1500
2 Gross contributions, gifts, etc.	0	6000	10000	13000	29000
3 Gross amounts derived from activities related to the organization's exempt purpose (attach schedule) (Include related cost of sales on line 9.)					
4 Gross amounts from unrelated business activities (attach schedule)					
5 Gain from sale of assets, excluding inventory items (attach schedule)					
6 Investment income (see page 3 of the instructions)					
7 Other revenue (attach schedule).					
8 Total revenue (add lines 1 through 7)	0	6300	10500	13700	30500
Expenses					
9 Expenses attributable to activities related to the organization's exempt purposes.	0	6100	10300	13700	30100
10 Expenses attributable to unrelated business activities					
11 Contributions, gifts, grants, and similar amounts paid (attach schedule).					
12 Disbursements to or for the benefit of members (attach schedule)					
13 Compensation of officers, directors, and trustees (attach schedule)					
14 Other salaries and wages.					
15 Interest					
16 Occupancy					
17 Depreciation and depletion					
18 Other expenses (attach schedule)					
19 Total expenses (add lines 9 through 18)	0	6100	10300	13700	30100
20 Excess of revenue over expenses (line 8 minus line 19)	0	200	200	0	400

B. Balance Sheet (at the end of the period shown)

Assets		Current Tax Year as of 1/10/2006	
1 Cash	1	0	0
2 Accounts receivable, net	2	0	0
3 Inventories	3	0	0
4 Bonds and notes receivable (attach schedule)	4	0	0
5 Corporate stocks (attach schedule).	5	0	0
6 Mortgage loans (attach schedule)	6	0	0
7 Other investments (attach schedule)	7	0	0
8 Depreciable and depletable assets (attach schedule)	8	0	0
9 Land	9	0	0
10 Other assets (attach schedule)	10	0	0
11 Total assets	11	0	0
Liabilities			
12 Accounts payable	12	0	0
13 Contributions, gifts, grants, etc., payable	13	0	0
14 Mortgages and notes payable (attach schedule)	14	0	0
15 Other liabilities (attach schedule)	15	0	0
16 Total liabilities.	16	0	0
Fund Balances or Net Assets			
17 Total fund balances or net assets	17	0	0
18 Total liabilities and fund balances or net assets (add line 16 and line 17)	18	0	0

If there has been any substantial change in any aspect of the organization's financial activities since the end of the period shown above, check the box and attach a detailed explanation. ☐

Voces de la Frontera Action, Inc.
02-0759160
1027 S. 5th Street
Milwaukee, WI 53204
Form 1024

Part II, #16

The organization will most likely in the future print and publish informational brochures and newsletters but has not as of the date of this application.

Part III A. Statement of Revenue and Expenses

Expenses, #9- Wages for staff time will probably make up most of the expenses in this category but since Voces de la Frontera Action, Inc. is not yet operational we do not have the exact percentage that will be for wages. The other portion of the expenses would be for rent and office supplies and communications.

Schedule B**Organizations Described in Section 501(c)(4) (Civic leagues, social welfare organizations (including posts, councils, etc., of veterans' organizations not qualifying or applying for exemption under section 501(c)(19)) or local associations of employees.)**

- 1 Has the Internal Revenue Service previously issued a ruling or determination letter recognizing the applicant organization (or any predecessor organization listed in question 4, Part II of the application) to be exempt under section 501(c)(3) and later revoked that recognition of exemption on the basis that the applicant organization (or its predecessor) was carrying on propaganda or otherwise attempting to influence legislation or on the basis that it engaged in political activity? . . . ☐ Yes ☒ No

If "Yes," indicate the earliest tax year for which recognition of exemption under section 501(c)(3) was revoked and the IRS district office that issued the revocation.

- 2 Does the organization perform or plan to perform (for members, shareholders, or others) services, such as maintaining the common areas of a condominium; buying food or other items on a cooperative basis; or providing recreational facilities or transportation services, job placement, or other similar undertakings? . . . ☐ Yes ☒ No

If "Yes," explain the activities in detail, including income realized and expenses incurred. Also, explain in detail the nature of the benefits to the general public from these activities. (If the answer to this question is explained in Part II of the application (pages 2, 3, and 4), enter the page and item number here.)

- 3 If the organization is claiming exemption as a homeowners' association, is access to any property or facilities it owns or maintains restricted in any way? . . . ☐ Yes ☒ No

If "Yes," explain.

- 4 If the organization is claiming exemption as a local association of employees, state the name and address of each employer whose employees are eligible for membership in the association. If employees of more than one plant or office of the same employer are eligible for membership, give the address of each plant or office.

N/A



OK
DO

2004 SEP 23 AM 9:06

ARTICLES OF INCORPORATION - NONSTOCK CORPORATION

(NOTE: Do not use this form for organizing a for-profit business corporation. Use Form 2)

Executed by the undersigned for the purpose of forming a Wisconsin nonstock corporation under Ch. 181 of the Wisconsin Statutes, repealed and recreated by 1997 Wisconsin Act 79:

Voces de la Frontera: Centro Laboral/Workers'

Article 1. Name of the corporation: Center, Inc.
(Must include "Inc." or similar word. See Instructions)

Article 2. The corporation is organized under Ch. 181 of the Wisconsin Statutes.

Article 3. Name of the initial registered agent: Christine Neumann-Ortiz

Article 4. Street address of the initial registered office: (The complete address, including street and number, if assigned, and ZIP code. P O Box address may be included as part of the address, but is insufficient alone.)

1027 South 5th Street

Milwaukee, WI 53204

SEP 23 2004 09:09 AM

257375

DCBRP35

\$35.00

Article 5. Mailing address of the initial principal office: 1027 South 5th Street
Milwaukee, WI 53204

Article 6. (Select and mark (X) one of the statements below)

☒ The corporation will have members. OR ☐ The corporation will not have members.

(OPTIONAL) Article 7. Name and address of the initial directors (minimum of three):

Rosa Riviera 2416 W. Becher, Milwaukee, WI 53215

Ken Greening 642 S. 94th St. West Allis, WI 53214

Christine Neumann-Ortiz 4029 N. Larkin Shorewood WI 53211

FILING FEE - \$35.00 See instructions, suggestions, and procedures on following pages.

DFI/CORP/102(R02/10/03) Use of this form is voluntary.

1 of 3

V019849

(OPTIONAL) Article 8. The purpose or purposes for which the corporation is organized:

See Attached

Article 9. Name and complete address of each incorporator:

Christine Neumann Ortiz
1027 S. 5th St.
Milwaukee, WI 53204


Incorporator's signature

Incorporator's signature

This document was drafted by *Christine Neumann Ortiz*
(Name the individual who drafted the document)

OPTIONAL – Second choice corporate name if first choice is not available: _____

INSTRUCTIONS (Ref. sec. 181.0202 Wis. Stats. for document content)

Submit one original and one exact copy to Department of Financial Institutions, P O Box 7846, Madison WI, 53707-7846, together with the appropriate **FILING FEE of \$35**. Filing fee is **non-refundable**. (If sent by Express or Priority U.S. mail, address to 345 W. Washington Ave., 3rd Floor, Madison WI, 53703). Sign the document manually or otherwise as allowed under sec. 181.0120(2), Wis. Stats.

NOTICE: This form may be used to accomplish a filing required or permitted by statute to be made with the department. Information requested may be used for secondary purposes. If you have any questions, please contact the Division of Corporate & Consumer Services at 608-261-7577. Hearing-impaired may call 608-266-8818 for TTY. This document can be made available in alternate formats upon request to qualifying individuals with disabilities.

Article 1. The name must contain "corporation", "incorporated", "company", or "limited" or the abbreviation "corp.", "inc.", "co." or "ltd." or comparable words or abbreviations in another language. If you wish to provide a second choice name that you would accept if your first choice is not available, enter it in the "Optional" area on page 2.

Article 2. This statement is required by sec. 181.0202(1)(a).

Articles 3 & 4. The corporation must have a registered agent located at a registered office in Wisconsin. The address of the registered office is to describe the physical location where the registered agent maintains their business office. Set forth the street number and name, city and ZIP code in Wisconsin.

Voces de la Frontera: Centro Laboral/Workers' Center, Inc.

Article 8.

Purpose: The corporation is organized exclusively for charitable, educational, scientific, or religious purposes within the meaning of section 501^c(3) of the Internal Revenue Code. To the extent consistent with the above general purposes, the specific purposes of this corporation shall be as follows:

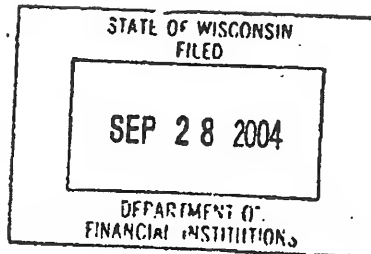
The mission of Voces de la Frontera: Centro Laboral/Workers' Center, Inc. is to educate low-wage and immigrant workers about their employment rights and promote community organizing in order to achieve policy changes that benefit the immigrant community and the workforce at large.

Operational Limitations: Notwithstanding any other provisions of these articles, the corporation shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from federal income tax under section 501^c(3) of the Internal Revenue code of 1986, as amended (or the corresponding provision of any future United States Internal Revenue Law), or (2) by a corporation, contributions to which are deductible under 170 ^c(2) as amended (or the corresponding provision of any future United States Internal Revenue Law),

Dissolution Clause: Upon the dissolution of the corporation, the board of directors shall, after paying or making provisions for the payment of all the corporations liabilities, dispose of all the corporation's assets exclusively for the purposes of the corporation in such manner as the board of directors shall determine, or to such organization or organizations organized and operated exclusively for charitable, educational or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501^c(3) of the Internal Revenue code of 1986, as amended (or the corresponding provision of any future United States Internal Revenue Law), as the board of directors shall determine.

ARTICLES OF INCORPORATION
Nonstock Corporation

Christine Neumann-Ortiz
Voces de la Frontera, Inc.
1027 South 5th St.
Milwaukee, WI 53294



362

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♦ Your name, return address and phone number during the day: (414) 736 - 2835

INSTRUCTIONS (Continued)

Articles 3 & 4. (Cont'd) P.O. Box addresses may be included as part of the address, but are insufficient alone. The corporation may not name itself as its own registered agent.

Article 5. The articles of incorporation must set forth the address of the corporation's principal office. "Principal office" means the office, whether in or outside Wisconsin, in which are located its principal executive offices.

Article 6. Select and check the appropriate box in article 5 to indicate if the corporation will or will not have members. A "member" means a person who has membership rights in a corporation in accordance with its articles of incorporation or bylaws.

Articles 7 & 8. These articles (or others you may wish to add) are provided for optional information that you may elect to include, such as the name and address of the initial directors, a purposes clause, tax-exempt provisions, etc. Do not include by-laws, as the department does not accept by-laws for record. Extensive additional provisions may make use of this pre-printed form impractical. If you elect to draft your own articles of incorporation, do not also submit the pre-printed form. (NOTE: Corporations expecting to apply to Internal Revenue Service for federal TAX-EXEMPT STATUS are advised to obtain and read IRS Publication 557 "Tax-Exempt Status for Your Organization" before preparing these articles of incorporation, as the articles must contain particular language and provisions to meet federal tax code requirements.)

Article 9. Enter the name and complete address of each incorporator. There may be one or more incorporators. At least one incorporator is required to sign the document, although all incorporators may sign.

No certificate of incorporation will be issued. The "FILED" endorsement applied to this document by the Department of Financial Institutions is evidence that the articles of incorporation have been accepted. One or more "Received" endorsements may appear on the document, but do not indicate its acceptance for filing.

If the document is executed in Wisconsin, sec. 182.01(3) provides that it shall not be filed unless the name of the person (individual) who drafted it is printed, typewritten or stamped thereon in a legible manner. If the document is not executed in Wisconsin, enter that remark.

Sec. 181.1005
Wis. Stats.

STATE OF WISCONSIN
State of Wisconsin
Department of Financial Institutions
Division of Corporate and Consumer Services



06 1019849

27

ARTICLES OF AMENDMENT--NONSTOCK CORPORATION

A. The present corporate name (prior to any change effected by this amendment) is:

Voces de la Frontera: Centro Laboral / Workers' Center, Inc.

(Enter Corporate Name)

Text of Amendment (Refer to the existing articles of incorporation and the instructions on the reverse of this form. Determine those items to be changed and set forth the number identifying the paragraph being changed and how the amended paragraph is to read.)

RESOLVED, THAT the articles of incorporation be amended as follows:

The name in Article 1. be changed to:

Voces de la Frontera Action, Inc.

B. Amendment(s) adopted on

11/14/05

(Indicate the method of adoption by checking (X) the appropriate choice below.)



In accordance with sec. 181.1002, Wis. Stats. (By the Board of Directors)

OR



In accordance with sec. 181.1003, Wis. Stats. (By Members)

OR



In accordance with sec. 181.1004, Wis. Stats. (By Members Voting by Class)

NOV 18 2005 09:52 AM

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DCORP25

\$25.00

C. Approval by 3rd Person (Contingency Statement)



Written approval for amending the articles of incorporation was obtained from the person whose approval is required by a provision of the articles of incorporation authorized under sec. 181.1030.

D. Executed on 11/15/05

(Date)

Title: ☐ President ☒ Secretary
or other officer title: _____

(Signature)

(Printed name)

This document was drafted by

Jacqueline Boynton

(Name the individual who drafted the document)

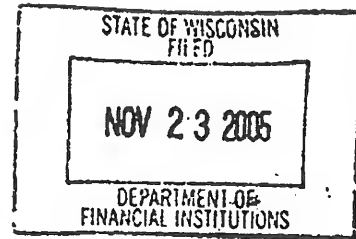
FILING FEE - \$25.00 See instructions, suggestions and procedures on following page
DFI/CCS/104(R02/10/04)

1 of 2

ARTICLES OF AMENDMENT (Ch. 181, Nonstock)

- Changes Name

Law Office Of
Jacqueline Boynton
2266 N. Prospect Ave. Ste 505
Milwaukee, WI 53202



▲ Your return address and phone number during the day: 25.00 414) 276 - 1066

INSTRUCTIONS (Ref. sec. 181.1005 Wis. Stats. for document content)

Submit one original and one exact copy to Dept. of Financial Institutions, P O Box 7846, Madison WI, 53707-7846, together with a **FILING FEE** of \$25.00, payable to the department. Filing fee is non-refundable. (If sent by Express or Priority U.S. mail, address to 345 W. Washington Ave., 3rd Floor, Madison WI, 53703). The original must include an original manual signature, per sec. 181.0120(2), Wis. Stats. **NOTICE:** This form may be used to accomplish a filing required or permitted by statute to be made with the department. Information requested may be used for secondary purposes. If you have any questions, please contact the Division of Corporate & Consumer Services at 608-261-7577. Hearing-impaired may call 608-266-8818 for TDY.

- A. Enter the name of the corporation (before any change effected by this amendment) and the text of the amendment(s). The text should recite the resolution adopted (e.g., "Resolved, that Article 1 of the articles of incorporation be amended to read: (set forth the amended article).
- B. Enter the date of adoption of the amendment(s). If there is more than one amendment, identify the date of adoption of each. Mark (X) one of the three choices to indicate the method of adoption of the amendment(s).

By Board of Directors – Refer to sec. 181.1002 for specific information on the character of amendments that may be adopted by the Board of Directors without the approval of members with voting rights.

By Members – Adoption by members requires 2/3rd of votes cast or a majority of the voting power, whichever is less, except as conditioned by the articles of incorporation, bylaws, ss. 181.1002(1), 181.1030 or other provisions of Ch. 181, Wis. Stats.

By Members thru Class Voting – Refer to sec. 181.1004 for specific information on class voting by members.

- C. Approval by Other Person – Amendment of the articles of incorporation may require the approval of a person other than the board or members, if so specified in the articles of incorporation under sec. 181.1030.
- D. Enter the date of execution and the name and title of the person signing the document. The document must be signed by one of the following: An officer of the corporation (or incorporator if directors have not been elected), or a court-appointed receiver, trustee or fiduciary. A director is not empowered to sign.

If the document is executed in Wisconsin, sec. 182.01(3) provides that it shall not be filed unless the name of the person (individual) who drafted it is printed, typewritten or stamped thereon in a legible manner. If the document is not executed in Wisconsin, enter that remark.



ARTICLES OF AMENDMENT - NONSTOCK CORPORATION

A. The present corporate name (prior to any change effected by this amendment) is:

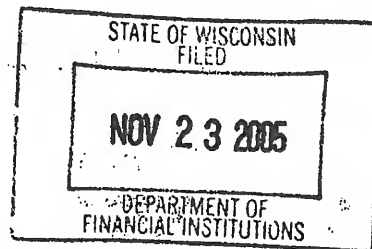
Voces de la Frontera: Centro Laboral / Workers' Center, Inc.
(Enter Corporate Name)

Text of Amendment (Refer to the existing articles of incorporation and the instructions on the reverse of this form. Determine those items to be changed and set forth the number identifying the paragraph being changed and how the amended paragraph is to read.)

RESOLVED, THAT the articles of incorporation be amended as follows:

The name in Article 1. be changed to:

Voces de la Frontera Action, Inc.



B. Amendment(s) adopted on 11/14/05

(Indicate the method of adoption by checking (X) the appropriate choice below.)



In accordance with sec. 181.1002, Wis. Stats. (By the Board of Directors)

OR



In accordance with sec. 181.1003, Wis. Stats. (By Members)

OR



In accordance with sec. 181.1004, Wis. Stats. (By Members voting by Class)

C. Approval by 3rd Person (Contingency Statement)



Written approval for amending the articles of incorporation was obtained from the person whose approval is required by a provision of the articles of incorporation authorized under sec. 181.1030.

D. Executed on 11/15/05

(Date)

Title: ☐ President ☒ Secretary

or other officer title: _____

(Signature)

(Printed name)

This document was drafted by Jacqueline Baynton

(Name the individual who drafted the document)

FILING FEE - \$25.00 See instructions, suggestions and procedures on following page
DFI/CCS/104(R02/10/04)

Bylaws

Voces de la Frontera Action, Inc.

ARTICLE I NAME AND LOCATION

Section 1: Name: The Official Name of the Organization is Voces de la Frontera Action, Inc.

Section 2: Office: The principal business office of the Corporation shall be located in the State of Wisconsin in the City of Milwaukee. The non-stock corporation may have such principal and other business offices, within or without the State of Wisconsin, as the Board of Directors may designate or as the business of the corporation may require from time to time.

ARTICLE II PURPOSES

The mission of Voces de la Frontera Action, Inc. (VFA) is to educate low-wage and immigrant workers about their employment rights, develop youth leadership, and promote community organizing and legislative education and advocacy in order to achieve policy changes that benefit the immigrant community and the workforce at large.

ARTICLE III MEMBERSHIP

Section 1 Membership and Responsibilities: Membership shall be open to any individual that embraces the statement of purpose provided the individual commits to attend monthly membership meetings and plays an active role in the organization's committees or functions.

Section 2 Membership Dues: An individual desiring to become a member of VFA shall sign the appropriate membership form and pay annual membership dues. Dues are determined on an annual basis at the Annual Meeting. As a member the individual is entitled to vote on the organization's issue priorities at the Annual Meeting and on programmatic decisions as they arise at monthly membership meetings. The local Treasurer will send one-third (1/3) of local dues to the State VFA Chapter (principal office) and two-thirds (2/3) will go to the Local Chapter/Club.

Section 3 Application for Membership: All requests for membership to the organization shall be submitted on official application supplied by VFA. If there is some question as to whether or not an application is consistent with the organization's mission and goals, then the application will be submitted to the Coordinating Committee (CC) for review and action. Those organizational applicants submitted for review shall only be admitted as Members in VFA upon majority vote of the Coordinating Committee.

Section 4 Removal of Members: The Coordinating Committee shall have the authority by a majority vote to expel from membership any individual whose conduct jeopardizes or is detrimental to the organization or which works against the purpose, programs, or policies of the organization.

Section 5 Autonomy of Members: All members of the organization shall have complete autonomy of action in all matters except that no member of the organization shall engage in programs or take actions on behalf of or in the name of the organization except as they are authorized to do so by the Coordinating Committee of the organization.

ARTICLE IV ANNUAL MEETING

Section 1 Annual Meeting: Final authority for determining policy for the Organization shall reside with the Annual Meeting. Individual members shall have one vote at the Annual Meeting. All decisions are made by a majority vote.

Section 2 Purpose: The Annual Meeting shall be held at the call of the Coordinating Committee. The purpose of the meeting is to review the activities of the organization, define the issues for the coming year, elect officers, and other matters that may properly come before the meeting.

Section 3 Notice: Notice of the Annual Meeting shall be given to each Member in writing, by electronic mail or in person, stating the place, day and hour of the meeting, not less than 10 days prior to the annual meeting. Special meetings can be called by the Coordinating Committee or at the written request of a majority of the membership.

Section 4 Special Meetings: Notice of any Special Meeting shall be given to each member in writing, by electronic mail, in person or by telephone, stating the place, day, hour and purpose of the meeting, not less than 3 days prior to the Special meeting.

ARTICLE V COORDINATING COMMITTEE

Section 1: The State and Local Coordinating Committees of VFA Chapters and Student Clubs shall consist of members elected for two-year terms. The Coordinating Committee shall consist of no less than five (5) members and no more than thirteen (13). The Coordinating Committees shall be representative of the diversity of the membership. Half of the Coordinating Committee shall be elected to two-year terms in even-numbered years, and the other half shall be elected to two years terms in odd-numbered years. Nominees for the CC shall be nominated by the CC and individual members and elected at the Annual Meeting.

Section 2 Elections/Credentials: The following is the voting procedure for the Annual Meeting:

1. A report and recommendations for nominees to the Coordinating Committee shall be distributed to all existing Coordinating Committee members seven (7) days prior to the Annual Meeting and to all delegates upon registration.
2. Additional nominations may be secured through obtaining the written signature of delegates with the nominations presented to the Coordinating Committee.
3. Nominations shall be declared closed as of the midpoint of the Annual Meeting.
4. Voting shall be conducted by written ballot.
5. Two (2) members of the Coordinating Committee and two (2) at-large VFA members will count votes at the Annual Meeting. Results will be announced at the Annual Meeting.

Section 3 Authority: the Coordinating Committee shall manage the overall coordination of the organization. The Coordinating Committee shall have administrative authority over the organization and shall be responsible for implementing the policies and programs of the organization. Between Annual meetings, the CC shall, by a simple majority vote, address policy issues and establish policy; provided, however, that policy shall not be inconsistent with decisions established at the Annual Meeting or inconsistent with the purposes or bylaws of the organization.

Section 4 Election of Officers: The Annual Meeting will determine basic officer positions; however the CC has the ability to create other specific officer duties based on organizational need. An officer of the CC may be removed from office by a majority vote of the CC if the officer is not attending meetings or playing an active role in the organization. A CC member may resign at any time by delivering written notice of his or her resignation to the CC members or to the President of the Board. The CC shall appoint a member to serve the remainder of any vacancy that shall occur for that office.

Section 5 Regular Meetings: The State CC shall meet once a month apart from membership meetings to review organizational and campaign work, plan for upcoming events and general membership meetings. Coordinating Committees of Local Chapters/Clubs will determine their own schedule of meetings; however, they must meet at least once every two months. A liaison for the Student Clubs/Chapters will be elected to participate in State VFA Coordinating Committee on a monthly basis. The liaison will update the State CC on local activities and needs and have voting rights on all State VFA decisions. If need be, any or all CC members may participate in meetings via telephone.

Section 6 Special Meetings: Special meetings of the CC may be called by the President, or in the President's absence, by the Vice-President or at the written request by two officers. Notice of any special meeting shall be given to each officer in writing, person, or by telephone stating the place, day and hour of meeting, and in the case of a special meeting, the purpose of the meeting, not less than 3 days or more than 21 days prior to the meeting.

Section 7 Quorum: One-third of the CC shall constitute a quorum for the transaction of business at any CC meeting.

Section 8 Conduct of Meeting: All meetings of the CC shall be conducted according to Robert's Rules of Order. The Secretary shall record the decisions of the meeting for review at the following CC meeting.

Section 9 Committees: The CC may create one or more committees; appoint members of the CC to serve on committees and designate other CC members to serve as delegates. Each committee shall have two or more members. Each Committee shall have a chair that presents updates on committee work at the general membership meetings. Committees cannot make independent decisions about finances or changes in organizational policies or campaigns.

ARTICLE VI OFFICERS

Section 1 Number: The principal officers of the organization shall be President, Vice-President, Secretary, and a Treasurer.

Section 2 President: The President shall be the principal Director of the organization and subject to the control of the CC, shall in general supervise coordinate all of the business and affairs of the organization/chapter/club. The president may sign, execute and acknowledge on behalf of the organization all deeds, mortgages, contracts, leases, reports and all other documents or instruments necessary or proper to be executed in the course of the organization's regular business or by resolution of the CC. The President may authorize any Vice President or other officer or agent of the organization to carry out these functions. The President shall chair all regular meetings of the Coordinating Committee.

Section 3 Vice-President: The Vice-President shall in the absence of the President, assume duties of the President and when so acting, shall have all the powers of and subject to all restrictions upon the President.

Section 4 Secretary: The Secretary shall keep the minutes and record decisions made by the CC and the Annual Meeting and keep these records in an organizational official binder for review.

Section 5 Treasurer: The Treasurer shall charge and custody of and be responsible for all funds of the organization; receive and give receipts for moneys due and payable to the organization from any source whatsoever, and deposit all such monies in the name of the organization in our accounts; and in general perform all of the duties incident to the office of Treasurer and have such other duties and exercise such other authority as from time to time may be delegated or assigned to him or her by the President or by the CC.

ARTICLE VII COMMITTEES, TASK FORCES, STAFF

Section 1 Executive Committee: The Officers of the Coordinating Committee shall constitute an Executive Committee. The Executive Committee's purpose shall be to review agenda items for CC meetings and to make recommendations to the CC for action on finances and policy. The Executive Committee may from time to time take action on policies and program between meetings of CC when decisions must be made quickly. These actions are to be addressed at the next meeting of the CC for review.

Section 2 Nominating Committee: At least three (3) members of the Coordinating Committee will comprise the Nominating Committee. The duties are to recruit and interview potential candidates and prepare a slate of candidates for the Coordinating Committee to be voted on at the Annual Meeting.

Section 3 Issue Committees: Existing Issue Committees are as follows: Legalization, Access to Higher Education, Worker Rights, and SS No Match Letters. Issue Committees may be constituted on an as needed basis with the approval of the Coordinating Committee. A member of the CC is required to participate in each Issue Committee.

Section 4 Staff: The CC shall have the authority to hire, dismiss and evaluate the Executive Director as needed to carry out the activities of the organization. The President and Vice President shall play a supervisory role for the Executive Director. The Executive Committee should address employment issues that arise with input from the CC.

ARTICLE VIII FINANCES

Section 1 Fiscal Period: The fiscal year of the organization shall begin on the first day of January and end on the 31st day of December.

ARTICLE IX DISSOLUTION

In the event of dissolution of the Corporation, the Coordinating Committee shall, after paying or making provision for the payment of all liabilities of the Corporation, dispose of all of the assets of the Corporation in such a manner as the CC shall determine or to such organizations organized and operated as nonprofit corporations exempt from federal income taxes.

ARTICLE X
AMENDMENT OF BYLAWS

These bylaws may be amended or repealed, and new bylaws may be adopted by a vote of the majority of the total number of Coordinating Committee members in office, if at least fourteen (14) days written notice is given of intention to amend or repeal or to adopt new bylaws at such meeting.

These bylaws were accepted by a majority of the Coordinating Council at a meeting held on the ____ day of November 2005.

Respectfully submitted,

Secretary of the Coordinating Committee